Mission Effectiveness

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Command

“Command is the ultimate compliment we pay to someone’s professional capabilities.

….We select these people very, very carefully, because our institution rises and falls based on the success of the people who are leading in command. It is that important.”

Mission Effectiveness

Agility

Taking Care of People

Trained

Ready, Willing, and Able to support the Customer's mission

Our Focal Point

1. Cannot excel at just one or two pieces of the equation
2. Requires a tremendous amount of CO leadership and engagement
3. CO's are singularly accountable for Mission Effectiveness

Readiness (Agility)

- **Core mission requirement of any military unit**

  Should never be viewed as “Admin” or deferred until mobilization

- **More than just medical & dental preparedness**

  Anything that impacts agility ➔ The “whole enchilada”

- **Demands immediate, aggressive action by the CO if the command is not “high on the knee of the readiness curve”**

1. Readiness goal should always be 100%, never less
2. Readiness is a direct measure of a CO’s performance

CO Metrics

RedCom	Drill Muster	Fill %	Medical	Dental	NPS Hold	Total Billets	Total Assigned
North East	6465	**84%**	**81.69%**	**84.84%**	**13%**	4769	4046
Mid Atlantic	7450	**77%**	**78.58%**	**77.12%**	**8.8%**	7383	5696
Mid South	4907	**76%**	**79.47%**	**80.89%**	**9.5%**	3503	2671
South	9921	**80%**	**71.8%**	**70.7%**	**11%**	5670	4570
Mid West	7570	**81%**	**82.91%**	**81.55%**	**7.8%**	5299	4318
South East	7221	**81%**	**78.32%**	**79.5%**	**7.3%**	5357	4375
South West	8241	**77%**	**71.49%**	**70.15%**	**8.5%**	7620	5874
North West	5362	**83%**	**71.69%**	**72%**	**7.3%**	3854	3200
NavAirRes	18215	**77%**	**32.31%**	**29.3%**	**11%**	17168	13322

Willingness (People Part)

- **The intangible piece of Mission Effectiveness**
- **A function of commitment, loyalty, self-esteem, sense of purpose, & morale among many others**
  - **Directly linked to the level of CO engagement**
    - » A top contributor to both retention ….. and attrition
- **New Accessions (the vulnerable) and families (the underappreciated) deserve special attention**

1. Never underestimate the power of CO engagement; it's contagious
2. Lead with The Golden Rule and Navy Core Values always in mind

Ability (Trained, Qualified)

- **Technical, Tactical and Leadership skills are still the bread and butter of the Force**
- **A "Revolution in Training" is underway**

  SEA WARRIOR (Preparing the Warfighter… the right skills, in the right place, at the right time) and the 5 Vector Model are key components of the revolution
- **Numerous training requirements exist**

  JQRs, GMT, credentials, JPME, Rate, professional, leadership, proficiency, exercises, etc.

1. CO is responsible for ensuring their people are best trained
2. Develop a comprehensive Unit Training Plan

The Customer

- **The vision of the Naval Reserve is "Support to the Fleet…Ready and Fully Integrated”**

The Fleet is our Customer

- **Cannot align and be fully integrated unless we intimately know the Supported Command, its mission needs, and requirements**

  Requires CO presence and engagement

- **Ensure you understand how your Supported Command (your Unit) aligns with Sea Power 21**

1. Embrace change; be the Change Agent for your command

RCMA COMMAND EXCELLENCE PROGRAM

- **Command Excellence standards set forth in NAVRESREDCOMMIDLANTINST 3590.1**
  - **All Centers and Units are eligible**
  - **Competition is against the standard, not each other**
  - **2 levels of awards: Superior and Outstanding (the top)**
  - **5 criteria in the standard**
    - » **Operational Support / Supported Command Relationship**
    - » **Personnel Evaluation and Recognition**
    - » **Command Climate and Initiative**
    - » **Training Readiness**
    - » **Mobilization Readiness**
- **Know the criteria; set your goal; develop a plan to achieve the goal**

Summary

- Effective CO’s focus on customer and mission
- Effective CO’s develop their people
- Effective CO’s are engaged
- Effective CO’s embrace change
- Effective CO’s understand accountability

Effective CO’s lead Mission
Effective commands